

PERSONNEL POLICIES GOALS

The Superintendent as designated by the Board has the responsibility for the recruitment, employment, assignment, assessment and termination of all personnel together with the management of the required recordkeeping to perform the personnel function. The purpose of the policy is to regulate all the activities essential in applying federal and state statutes and regulations and the policies of the Board bearing upon the eligibility, selection, assignment, rating, efficiency in service, promotion, transfer, tenure, resignation, dismissal and retirement of all employees of the District.

The personnel employed by the District are a very important resource for effectively conducting a quality educational program. The District's program will function best when it employs highly qualified personnel, conducts appropriate staff development activities, establishes policies and working conditions which are conducive to high morale and enable each staff member to make the fullest contribution to District programs and services.

The goals of the District's personnel program will include the following:

1. to develop and implement those strategies and procedures for personnel recruitment, screening and selection which will result in employing the best available candidates: those with the highest capabilities, strongest commitment to quality education and greatest probability of effectively implementing the District's educational program;
2. to develop a general assignment strategy which makes the greatest contribution to the educational program, and to use it as the primary basis for determining staff assignments;
3. to provide positive programs of staff development designed to contribute both to improvement of the educational program and to each staff member's career development aspirations;
4. to provide for a genuine team approach to education, including staff involvement in planning, decision making and evaluation;
5. to develop and use for personnel evaluation positive processes which contribute to the improvement of staff capabilities and assist in making employment decisions and
6. to encourage all employees to be cognizant of their roles in instilling ethical principles and democratic ideals in all District students.

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